Overview

Trigger:

This report may be used by department payroll/personnel staff to identify employees whose Sick and/or Converted Sick leave balances must be adjusted in order to comply with State Statutes (HB 213) and State Finance Policies (FIACCT 11-21.00). *As of January 1, 2011, this report will no longer be needed*.

Business Process Procedure Overview

House Bill 213 requires employees to use Sick and/or Converted Sick leave earned after 2005 (Program II) before using Sick and/or Converted Sick leave earned prior to 2006 (Program I). This is referred to as the "Last In First Out" (LIFO) rule. State Finance policy requires that this rule is enforced when an employee retires or terminates or at the end of each "Leave Year" whichever comes first. Per HB 213 the LIFO rule no longer applies as of January 1, 2011.

- Adjustments to Pre-2006 sick leave balances can only be used to increase current sick leave balances
- Adjustments to Pre-2006 converted sick leave balances can only be used to increase current converted sick leave balances

This report lists active employees who have had hours deducted from their Program I Sick and/or Converted Sick leave balances and added into their Program II Sick and/or Converted Sick leave balances where all of those hours have not been used as determined by application of the LIFO rule.

To comply with HB 213, department payroll/personnel staff shall monitor this report and perform quota adjustments for employees identified on the report to restore Pre 2006 Sick and/or Converted Sick hours that were made available for paid absences and remain unused. These adjustments must be made according to the following schedule.

- The week prior to calendar (Leave Yearend) processing; and/or
- Just prior to processing a Retirement or Termination action for an employee

The data may be viewed as a Summary and/or a Detailed report. The data in the report is current as of the last date time evaluation was run. The report must be run separately for each leave type **"Pre-2006 Sick"** and **"Pre-2006 Converted Sick"**.

- **Summary Report**
  - The amount of unused Pre 2006 hours that were made available for use and need to be moved back is listed in the "Hours" column, for each employee.

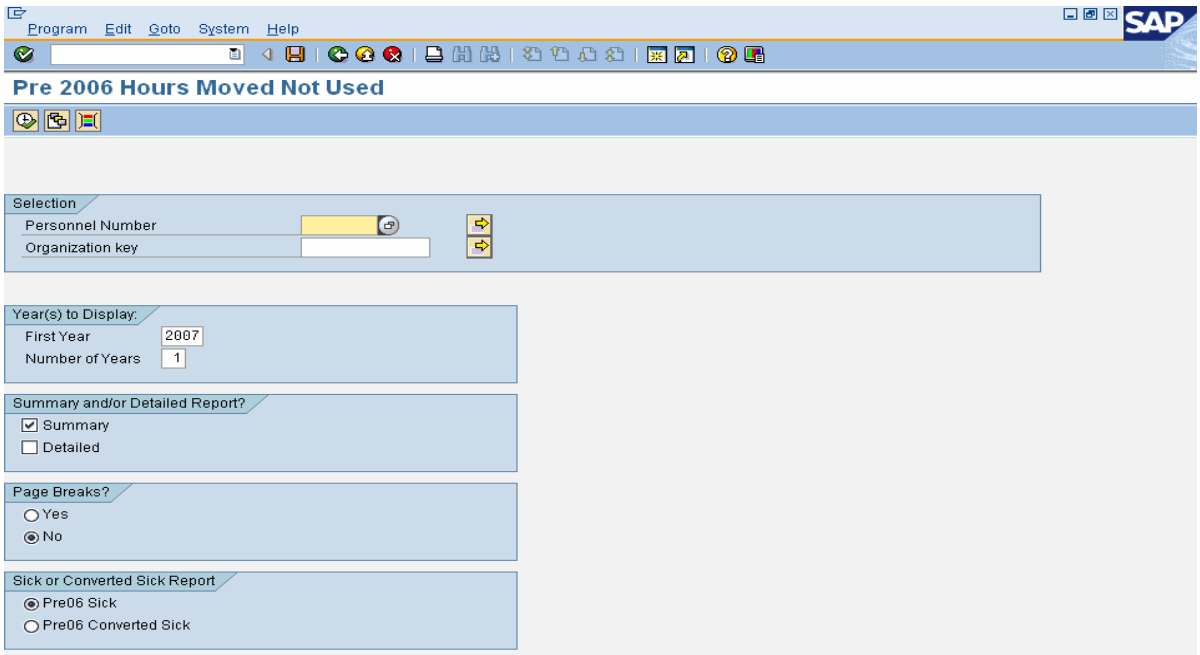
- **Detailed Report**
  - The following information is displayed for each employee:
    - Begin Sick (or Converted Sick) leave balance
    - Sick (or Converted Sick) Accrued
    - Sick (or Converted Sick) Used
    - Pre-2006 Sick (or Pre-2006 Converted Sick) Adjustments
    - Unused Adj. Pre-2006 Sick (in Sick) or Unused Adj. Pre-2006 Converted Sick (in Conv Sick)
  - Data is displayed for up to twenty-six pay periods (PP01 - PP26) for each leave year selected.
    - When running the report for the current leave year, the data will be listed for the current pay period and repeated though pay period 26.
  - The amount of unused Pre 2006 hours that were made available for use and need to be moved back is listed at the bottom of the "Unused Adj Pre-06 Sick (in Sick)" or "Unused Adj Pre-06 ConvSick (in ConvSick)" column for each employee.

Procedural Steps

1.1. Access transaction by:

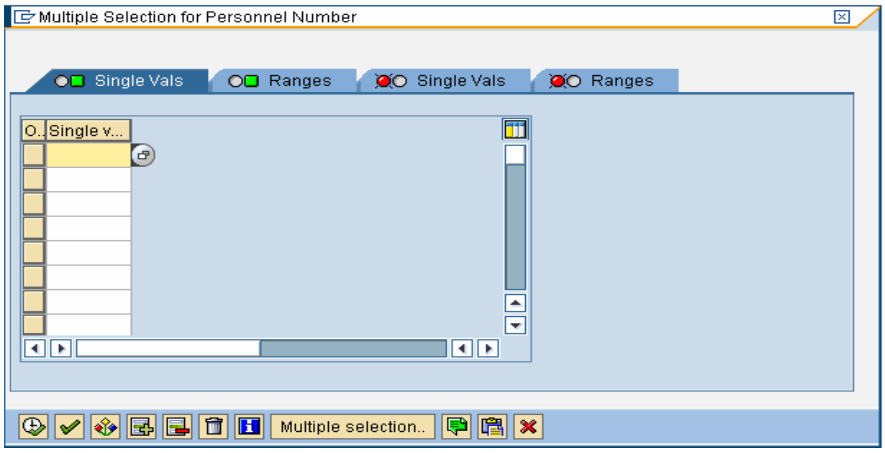
Via Menu	Time Entry Operator > Reports after Time Evaluation > Pre 2006 Hours Moved Not Used
Via Transaction Code	Z_PRE06_SICK_ADJ
Via Favorites Menu	Pre 2006 Hours Moved Not Used

Double click on **"Pre 2006 Hours Moved Not Used Report"** and the following screen will appear:

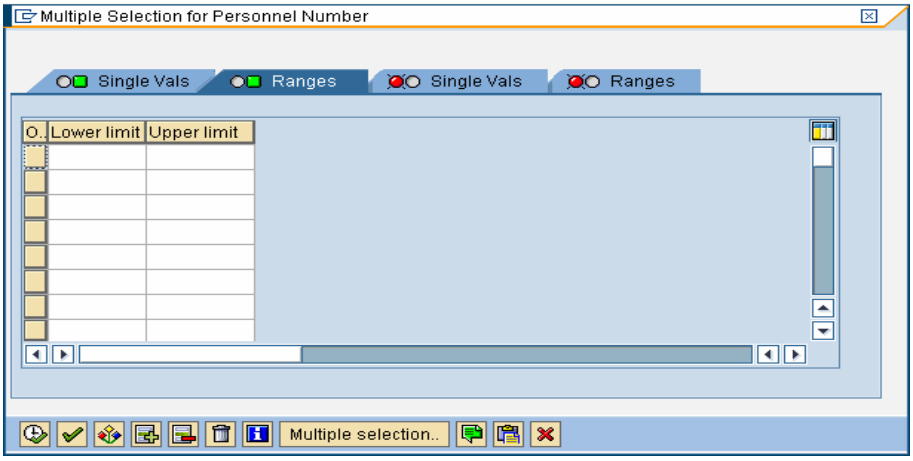


Input – Available Fields	Field Value
Personnel Number	Employee Identification Number of the employee (or employees)
Organization key	Department, Unit and Distribution Code
First Year	First calendar year to be included in the report
Number of Years	Number of years to be included in the report
Summary &/or Detailed Report	Displays the criteria in Summary and/or Detailed format
Page Breaks	Yes or No
Pre06 Sick or Pre06 Converted Sick	Leave type to be displayed in the report "Pre06 Sick" or "Pre06 ConvSick"

1.2 The "Personnel number" field may be left blank if using the department "Organization key". Specific employees may be selected by entering the employee identification number(s) in the "Personnel number" field. Enter more than one EIN by clicking on the icon next to the "Personnel number" field. A box appears that allows entry of multiple EIN's.



1.3 The "Organization key" field allows entry of the Department code followed by a blank space, the Unit code and the Distribution code to select a specific employee group. Use the wild card symbol, *, in the selection criteria to display all employees within the same unit. For example, to print the report for all employees in department 560 and unit 62*, enter 560(space)62*. Enter multiple organization keys by clicking on the icon located to the right of the "Organization key" field. A box appears that allows entry of multiple individual organization keys or a range of organization keys.



1.4 **The default for "Year to Display" is set to the current calendar year.** This field will allow data entry for a different year. No data will be available prior to the implementation of H.B. 213 in 2006.

1.5 **The default for "Number of Years" is set to 1.** This field will allow data entry for multiple years.

1.6 **Check the box to specify "Summary" and/or "Detailed" report criteria.** The report may be run by Summary, Detailed, or both Summary and Detailed.

1.7 **The default for "Page Breaks" is set to "No".** Clicking on the radial button next to "Yes" allows you to create a page break after each distribution code change.

1.8 **The default for "Sick or Converted Sick Report" is set to "Pre06 Sick".** To run the report for **"Pre06 Converted Sick"** click on the radial button in front of **"Pre06 Converted Sick"**.

- The **"Pre06 Sick"** report must be run separate from the **"Pre06 Converted Sick"** report.

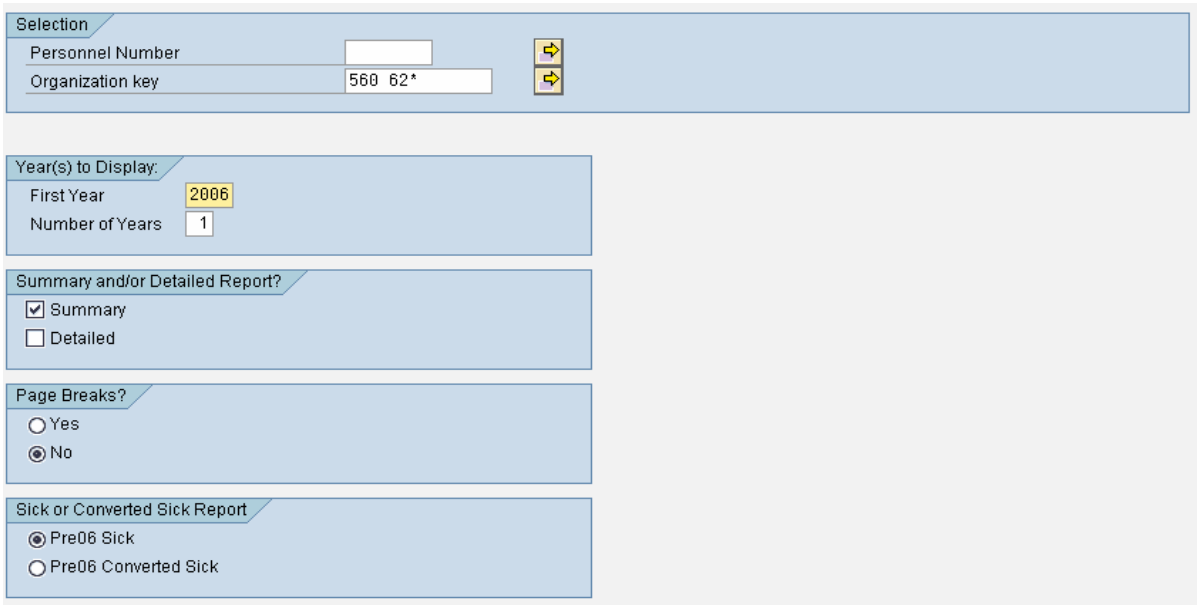
1.9 **To view the report, click on the** **icon located in the upper left area of the selection screen.**

1.10 **To print the report, click on the** **icon or choose List > Print from the screen header toolbar.**

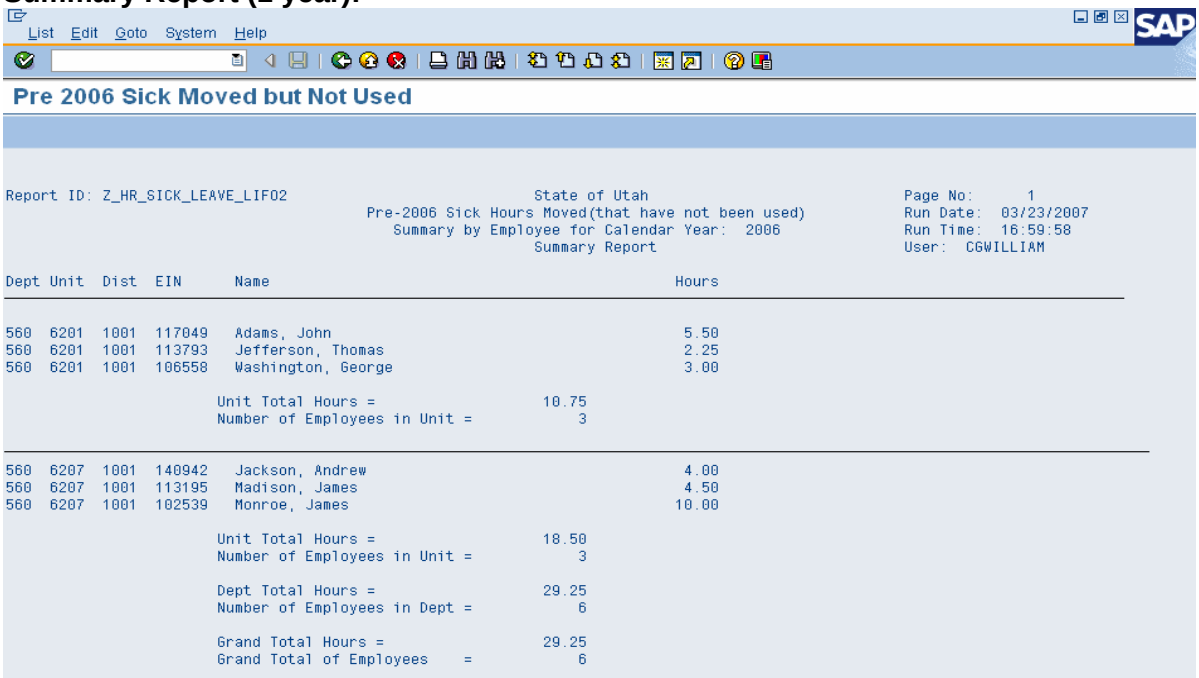
1.11 **Examples of completed selection filters and the related reports follow:**

- Click on the radial button next to **"Pre06 Converted Sick"** to change the selection filter to display data for **Pre06 Converted Sick** hours**.**

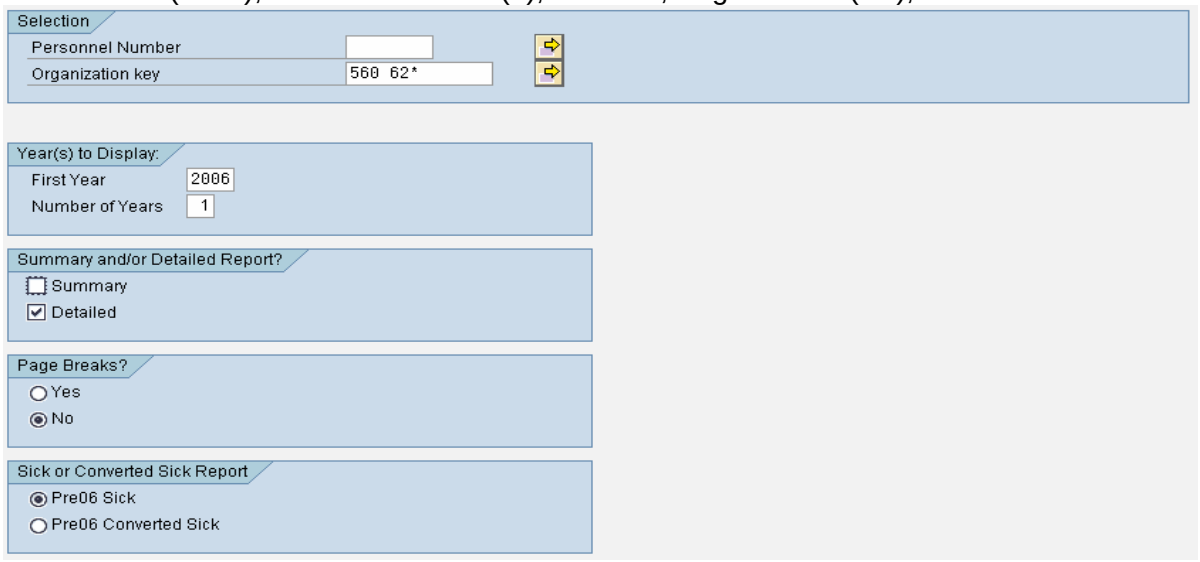
1.11.1 Selection filters for Summary Report (1 year): Organization key (560 62*); First Year (2006); Number of Years (1); Summary; Page breaks (No); Pre06 Sick.



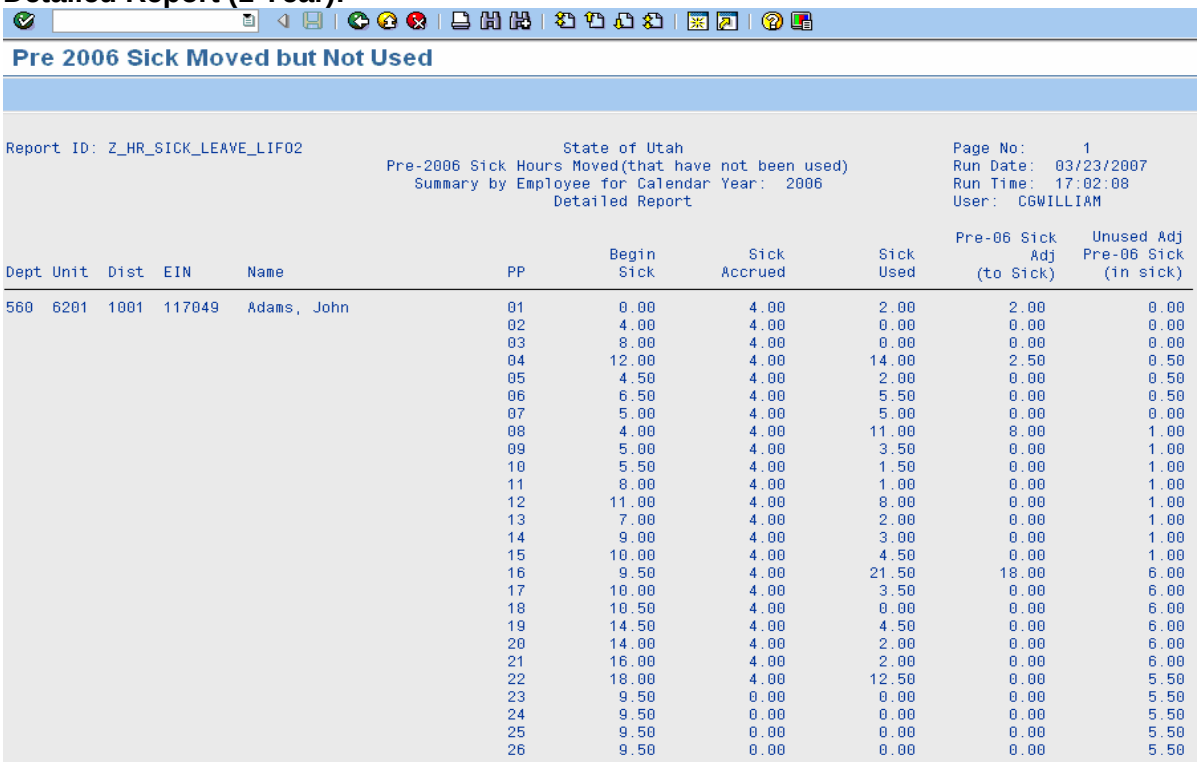
Summary Report (1 year):



1.11.2 Selection filters for Detailed Report (1 Year): Organization key (560 62*); First Year (2006); Number of Years (1); Detailed; Page breaks (No); Pre06 Sick.



Detailed Report (1 Year):



Pre 2006 Sick Moved but Not Used

Report ID: Z_HR_SICK_LEAVE_LIF02

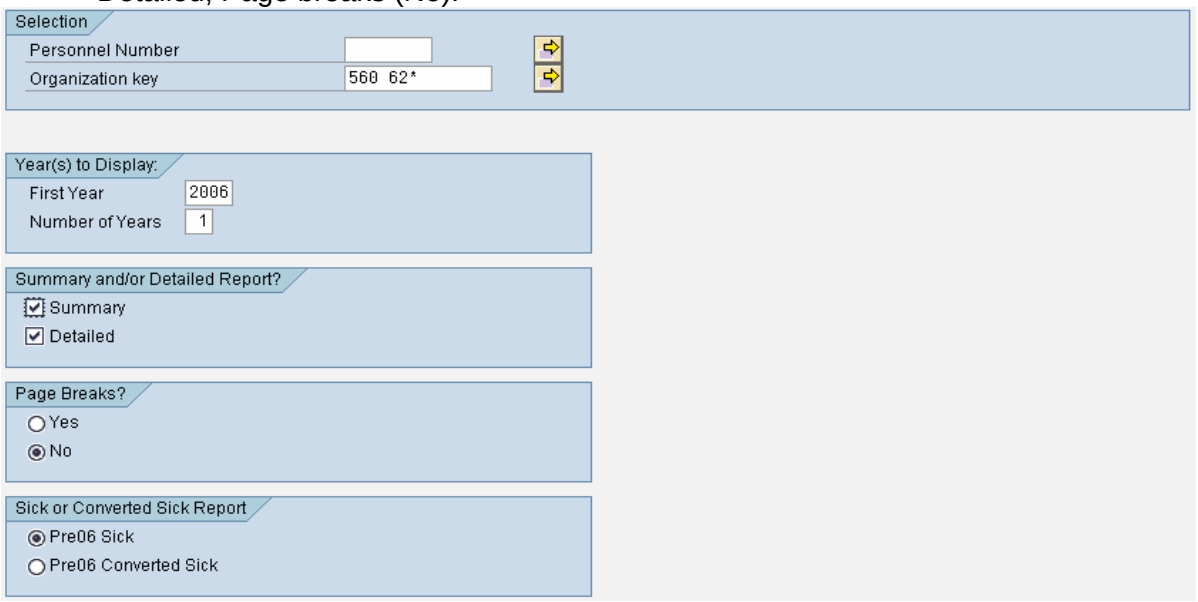
State of Utah
Pre-2006 Sick Hours Moved(that have not been used)
Summary by Employee for Calendar Year: 2006
Detailed Report

Page No: 1
Run Date: 03/23/2007
Run Time: 17:02:08
User: CGWILLIAM

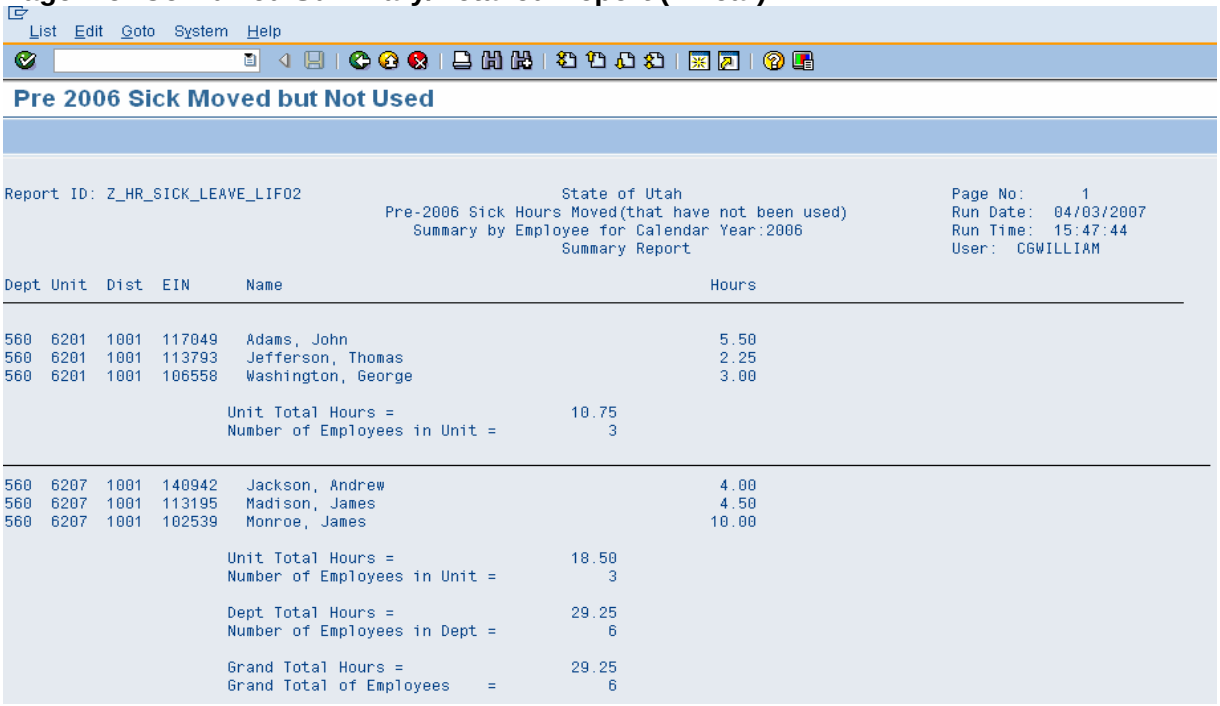
Dept	Unit	Dist	EIN	Name	PP	Begin Sick	Sick Accrued	Sick Used	Pre-06 Sick Adj (to Sick)	Unused Adj Pre-06 Sick (in sick)
560	6201	1001	117049	Adams, John	01	0.00	4.00	2.00	2.00	0.00
					02	4.00	4.00	0.00	0.00	0.00
					03	8.00	4.00	0.00	0.00	0.00
					04	12.00	4.00	14.00	2.50	0.50
					05	4.50	4.00	2.00	0.00	0.50
					06	6.50	4.00	5.50	0.00	0.50
					07	5.00	4.00	5.00	0.00	0.00
					08	4.00	4.00	11.00	8.00	1.00
					09	5.00	4.00	3.50	0.00	1.00
					10	5.50	4.00	1.50	0.00	1.00
					11	8.00	4.00	1.00	0.00	1.00
					12	11.00	4.00	8.00	0.00	1.00
					13	7.00	4.00	2.00	0.00	1.00
					14	9.00	4.00	3.00	0.00	1.00
					15	10.00	4.00	4.50	0.00	1.00
					16	9.50	4.00	21.50	18.00	6.00
					17	10.00	4.00	3.50	0.00	6.00
					18	10.50	4.00	0.00	0.00	6.00
					19	14.50	4.00	4.50	0.00	6.00
					20	14.00	4.00	2.00	0.00	6.00
					21	16.00	4.00	2.00	0.00	6.00
					22	18.00	4.00	12.50	0.00	5.50
					23	9.50	0.00	0.00	0.00	5.50
					24	9.50	0.00	0.00	0.00	5.50
					25	9.50	0.00	0.00	0.00	5.50
					26	9.50	0.00	0.00	0.00	5.50

1.11.3 Selection filters for Combined Summary and Detailed Report (1 Year):

Organization key (560 62*); First Year (2006); Number of Years (1); Summary and Detailed; Page breaks (No).



Page 1 of Combined Summary/Detailed Report (1 Year):

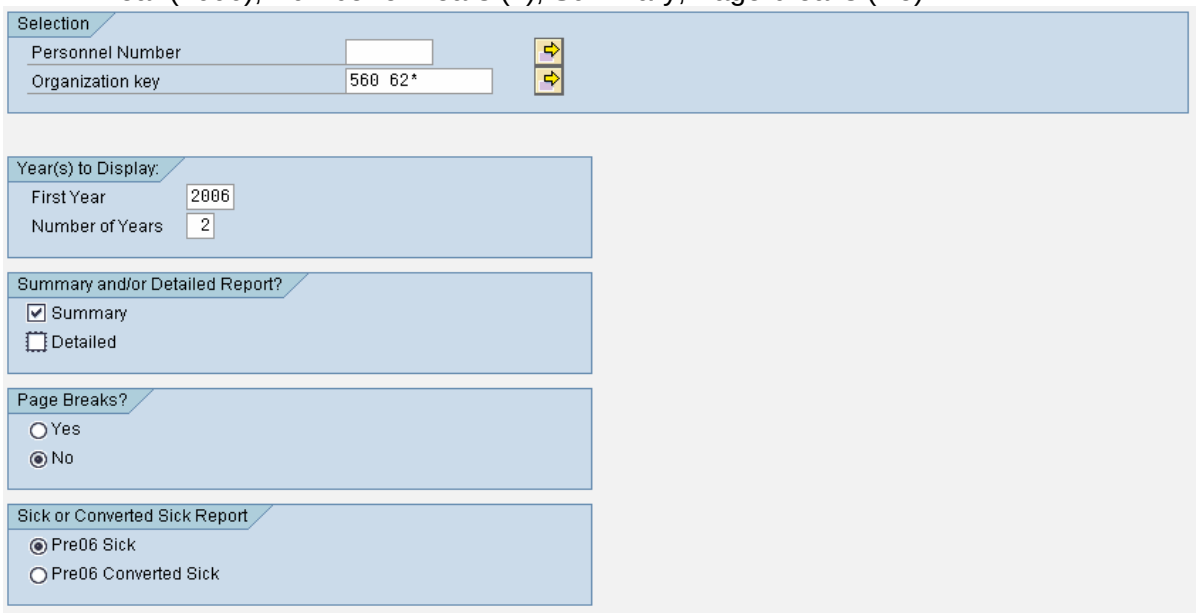


Page 2 of Combined Summary/Detailed Report (1 Year):

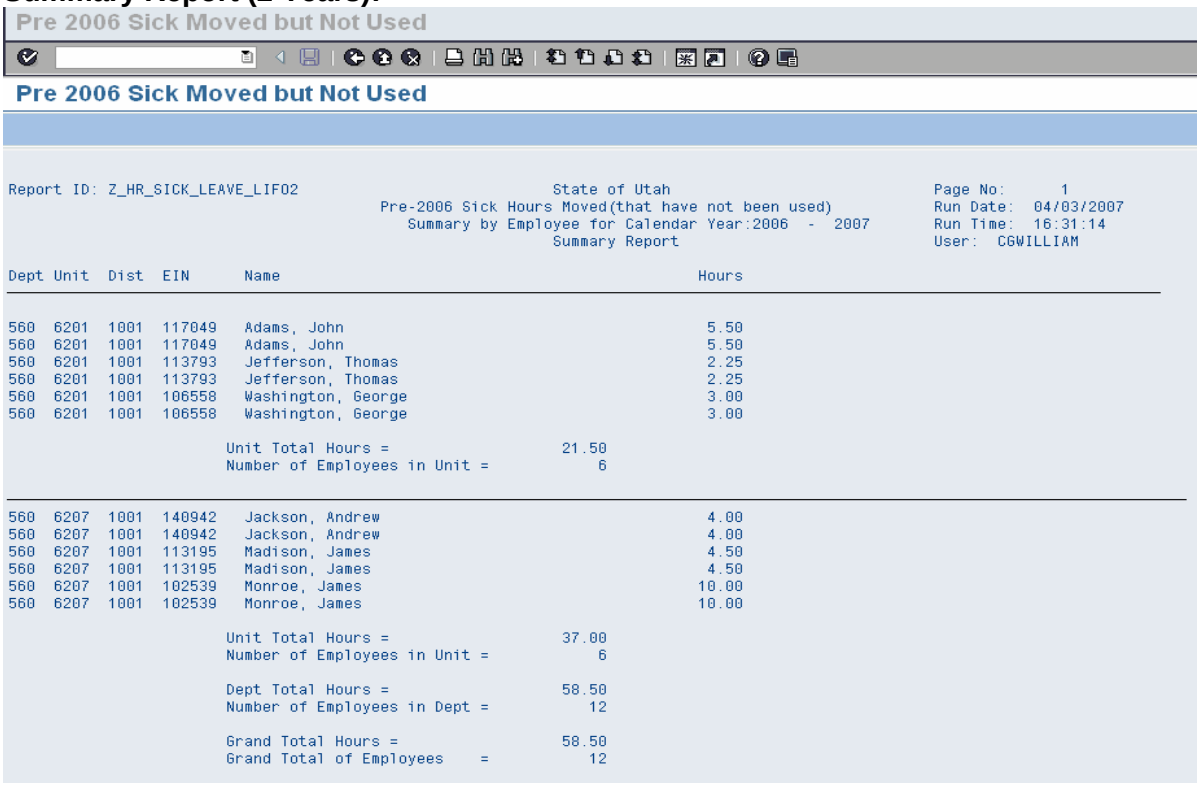
Report ID: Z_HR_SICK_LEAVE_LIF02 — State of Utah — Pre-2006 Sick Hours Moved(that have not been used) — Summary by Employee for Calendar Year:2006 — Detailed Report — Page No: 2 — Run Date: 04/03/2007 — Run Time: 15:47:44 — User: CGWILLIAM

Dept	Unit	Dist	EIN	Name	PP	Begin Sick	Sick Accrued	Sick Used	Pre-06 Sick Adj (to Sick)	Unused Adj Pre-06 Sick (in sick)
560	6201	1001	117049	Adams, John	01	0.00	4.00	2.00	2.00	0.00
					02	4.00	4.00	0.00	0.00	0.00
					03	8.00	4.00	0.00	0.00	0.00
					04	12.00	4.00	14.00	2.50	0.50
					05	4.50	4.00	2.00	0.00	0.50
					06	6.50	4.00	5.50	0.00	0.50
					07	5.00	4.00	5.00	0.00	0.00
					08	4.00	4.00	11.00	8.00	1.00
					09	5.00	4.00	3.50	0.00	1.00
					10	5.50	4.00	1.50	0.00	1.00
					11	8.00	4.00	1.00	0.00	1.00
					12	11.00	4.00	8.00	0.00	1.00
					13	7.00	4.00	2.00	0.00	1.00
					14	9.00	4.00	3.00	0.00	1.00
					15	10.00	4.00	4.50	0.00	1.00
					16	9.50	4.00	21.50	18.00	6.00
					17	10.00	4.00	3.50	0.00	6.00
					18	10.50	4.00	0.00	0.00	6.00
					19	14.50	4.00	4.50	0.00	6.00
					20	14.00	4.00	2.00	0.00	6.00
					21	16.00	4.00	2.00	0.00	6.00
					22	18.00	4.00	12.50	0.00	5.50
					23	9.50	0.00	0.00	0.00	5.50
					24	9.50	0.00	0.00	0.00	5.50
					25	9.50	0.00	0.00	0.00	5.50
					26	9.50	0.00	0.00	0.00	5.50

1.11.4 Selection filters for Summary Report (2 Years): Organization key (560 62*); First Year (2006); Number of Years (2); Summary; Page breaks (No)



Summary Report (2 Years):

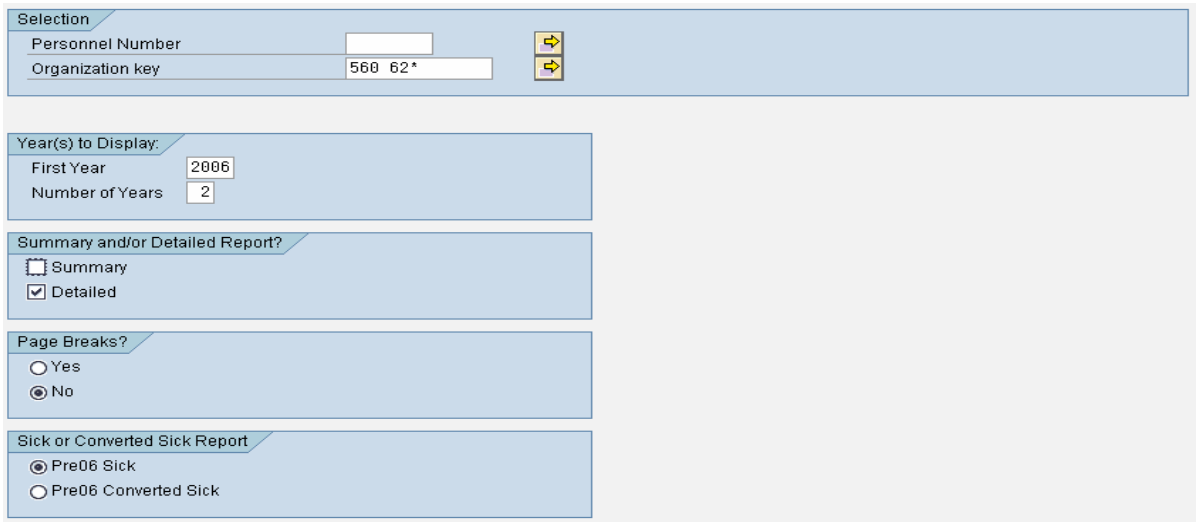


Pre 2006 Sick Moved but Not Used

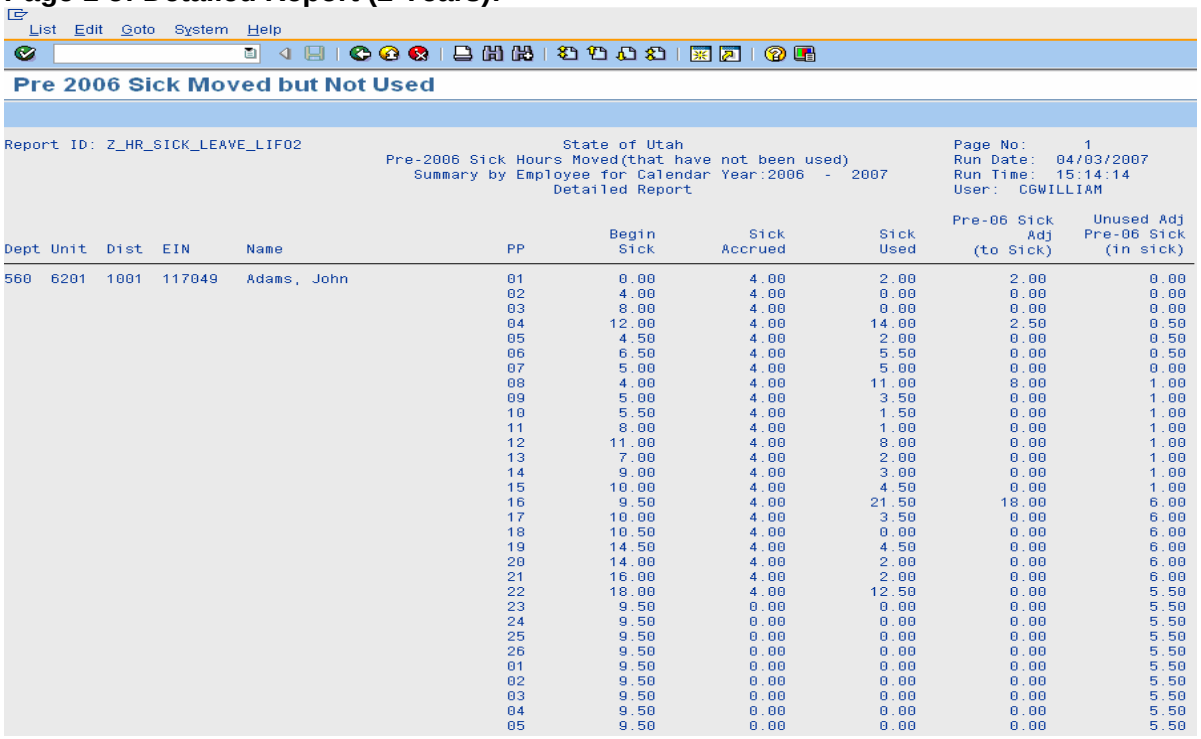
Pre 2006 Sick Moved but Not Used

```
Report ID: Z_HR_SICK_LEAVE_LIFO2                    State of Utah                    Page No:      1
                                  Pre-2006 Sick Hours Moved(that have not been used) Run Date:  04/03/2007
                                     Summary by Employee for Calendar Year:2006  -  2007 Run Time:  16:31:14
                                                    Summary Report                   User:  CGWILLIAM

Dept Unit  Dist  EIN      Name                                                Hours
-------------------------------------------------------------------------------------

560  6201  1001  117049   Adams, John                                          5.50
560  6201  1001  117049   Adams, John                                          5.50
560  6201  1001  113793   Jefferson, Thomas                                    2.25
560  6201  1001  113793   Jefferson, Thomas                                    2.25
560  6201  1001  106558   Washington, George                                   3.00
560  6201  1001  106558   Washington, George                                   3.00

                      Unit Total Hours =                 21.50
                      Number of Employees in Unit =          6
-------------------------------------------------------------------------------------
560  6207  1001  140942   Jackson, Andrew                                      4.00
560  6207  1001  140942   Jackson, Andrew                                      4.00
560  6207  1001  113195   Madison, James                                       4.50
560  6207  1001  113195   Madison, James                                       4.50
560  6207  1001  102539   Monroe, James                                       10.00
560  6207  1001  102539   Monroe, James                                       10.00

                      Unit Total Hours =                 37.00
                      Number of Employees in Unit =          6

                      Dept Total Hours =                 58.50
                      Number of Employees in Dept =         12

                      Grand Total Hours =                58.50
                      Grand Total of Employees    =          12
```

1.11.5 Selection filters for Detailed Report (2 Years): Organization key (560 62*); First Year (2006); Number of Years (2); Detailed; Page breaks (No).



Page 1 of Detailed Report (2 Years):



List Edit Goto System Help

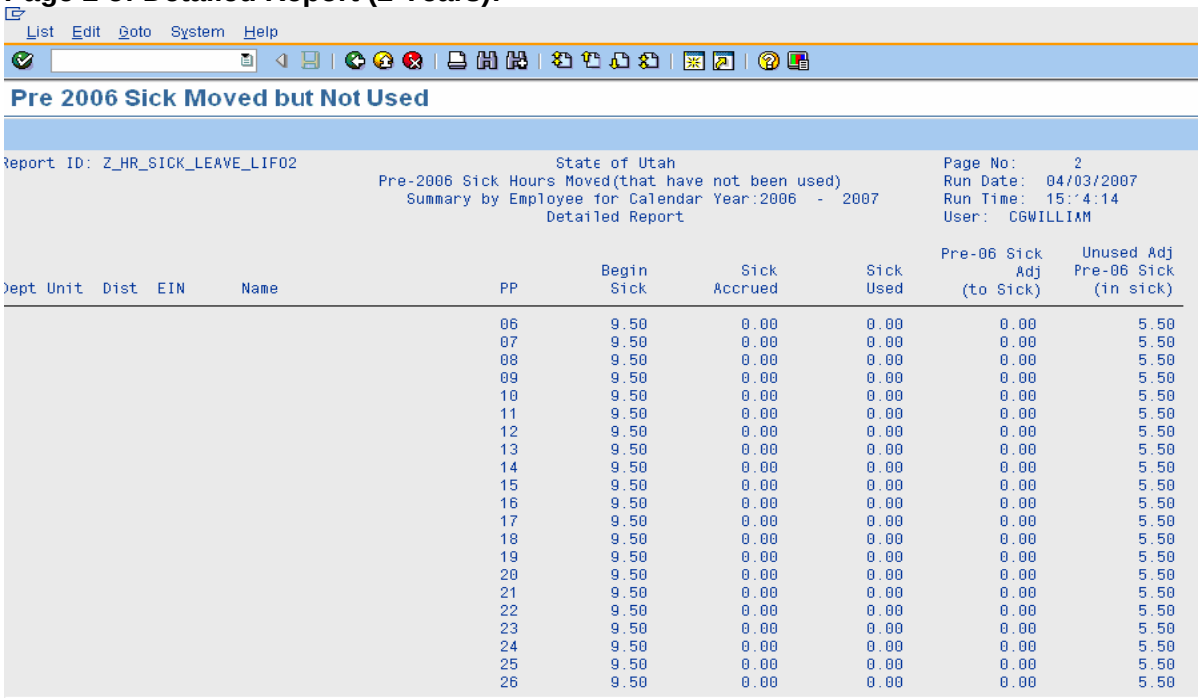
Pre 2006 Sick Moved but Not Used

Report ID: Z_HR_SICK_LEAVE_LIF02 — State of Utah — Pre-2006 Sick Hours Moved(that have not been used) — Summary by Employee for Calendar Year:2006 - 2007 — Detailed Report

Page No: 1
Run Date: 04/03/2007
Run Time: 15:14:14
User: CGWILLIAM

Dept	Unit	Dist	EIN	Name	PP	Begin Sick	Sick Accrued	Sick Used	Pre-06 Sick Adj (to Sick)	Unused Adj Pre-06 Sick (in sick)
560	6201	1001	117049	Adams, John	01	0.00	4.00	2.00	2.00	0.00
					02	4.00	4.00	0.00	0.00	0.00
					03	8.00	4.00	0.00	0.00	0.00
					04	12.00	4.00	14.00	2.50	0.50
					05	4.50	4.00	2.00	0.00	0.50
					06	6.50	4.00	5.50	0.00	0.50
					07	5.00	4.00	5.00	0.00	0.00
					08	4.00	4.00	11.00	8.00	1.00
					09	5.00	4.00	3.50	0.00	1.00
					10	5.50	4.00	1.50	0.00	1.00
					11	8.00	4.00	1.00	0.00	1.00
					12	11.00	4.00	8.00	0.00	1.00
					13	7.00	4.00	2.00	0.00	1.00
					14	9.00	4.00	3.00	0.00	1.00
					15	10.00	4.00	4.50	0.00	1.00
					16	9.50	4.00	21.50	18.00	6.00
					17	10.00	4.00	3.50	0.00	6.00
					18	10.50	4.00	0.00	0.00	6.00
					19	14.50	4.00	4.50	0.00	6.00
					20	14.00	4.00	2.00	0.00	6.00
					21	16.00	4.00	2.00	0.00	6.00
					22	18.00	4.00	12.50	0.00	5.50
					23	9.50	0.00	0.00	0.00	5.50
					24	9.50	0.00	0.00	0.00	5.50
					25	9.50	0.00	0.00	0.00	5.50
					26	9.50	0.00	0.00	0.00	5.50
					01	9.50	0.00	0.00	0.00	5.50
					02	9.50	0.00	0.00	0.00	5.50
					03	9.50	0.00	0.00	0.00	5.50
					04	9.50	0.00	0.00	0.00	5.50
					05	9.50	0.00	0.00	0.00	5.50

Page 2 of Detailed Report (2 Years):



List Edit Goto System Help

Pre 2006 Sick Moved but Not Used

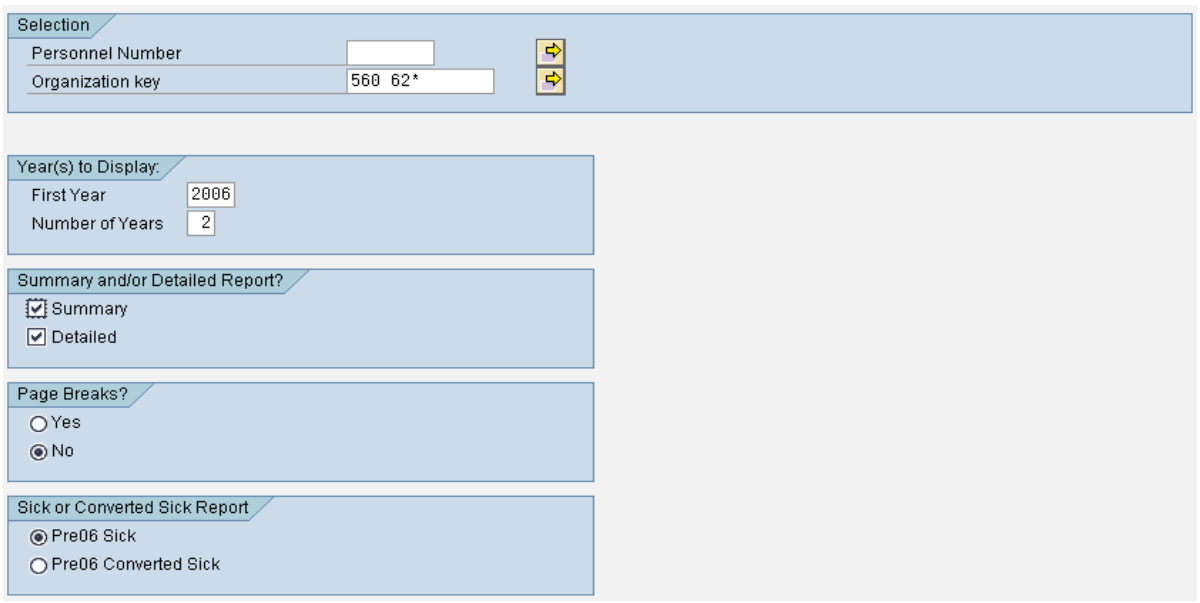
Report ID: Z_HR_SICK_LEAVE_LIF02 — State of Utah — Pre-2006 Sick Hours Moved(that have not been used) — Summary by Employee for Calendar Year:2006 - 2007 — Detailed Report

Page No: 2
Run Date: 04/03/2007
Run Time: 15:14:14
User: CGWILLIAM

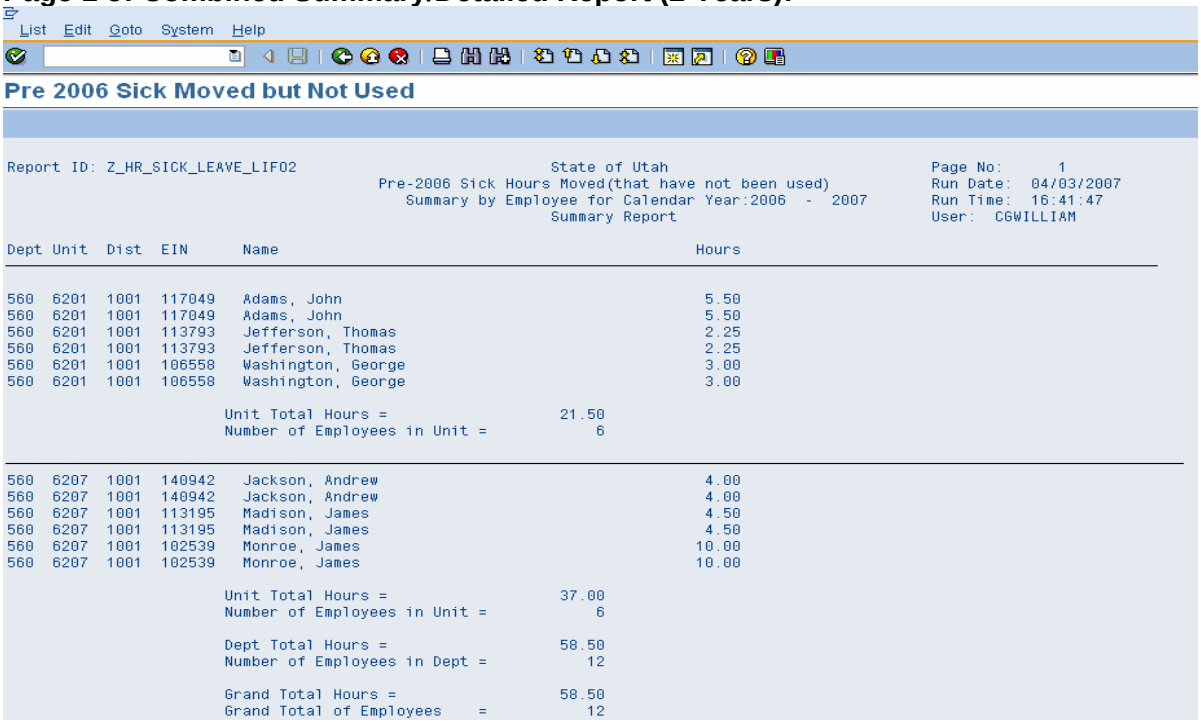
Dept	Unit	Dist	EIN	Name	PP	Begin Sick	Sick Accrued	Sick Used	Pre-06 Sick Adj (to Sick)	Unused Adj Pre-06 Sick (in sick)
					06	9.50	0.00	0.00	0.00	5.50
					07	9.50	0.00	0.00	0.00	5.50
					08	9.50	0.00	0.00	0.00	5.50
					09	9.50	0.00	0.00	0.00	5.50
					10	9.50	0.00	0.00	0.00	5.50
					11	9.50	0.00	0.00	0.00	5.50
					12	9.50	0.00	0.00	0.00	5.50
					13	9.50	0.00	0.00	0.00	5.50
					14	9.50	0.00	0.00	0.00	5.50
					15	9.50	0.00	0.00	0.00	5.50
					16	9.50	0.00	0.00	0.00	5.50
					17	9.50	0.00	0.00	0.00	5.50
					18	9.50	0.00	0.00	0.00	5.50
					19	9.50	0.00	0.00	0.00	5.50
					20	9.50	0.00	0.00	0.00	5.50
					21	9.50	0.00	0.00	0.00	5.50
					22	9.50	0.00	0.00	0.00	5.50
					23	9.50	0.00	0.00	0.00	5.50
					24	9.50	0.00	0.00	0.00	5.50
					25	9.50	0.00	0.00	0.00	5.50
					26	9.50	0.00	0.00	0.00	5.50

1.11.6 Selection filters for Combined Summary and Detailed Report (2 Years):

Organization key (560 62*); First Year (2006); Number of Years (2); Summary and Detailed; Page breaks (No).



Page 1 of Combined Summary/Detailed Report (2 Years):

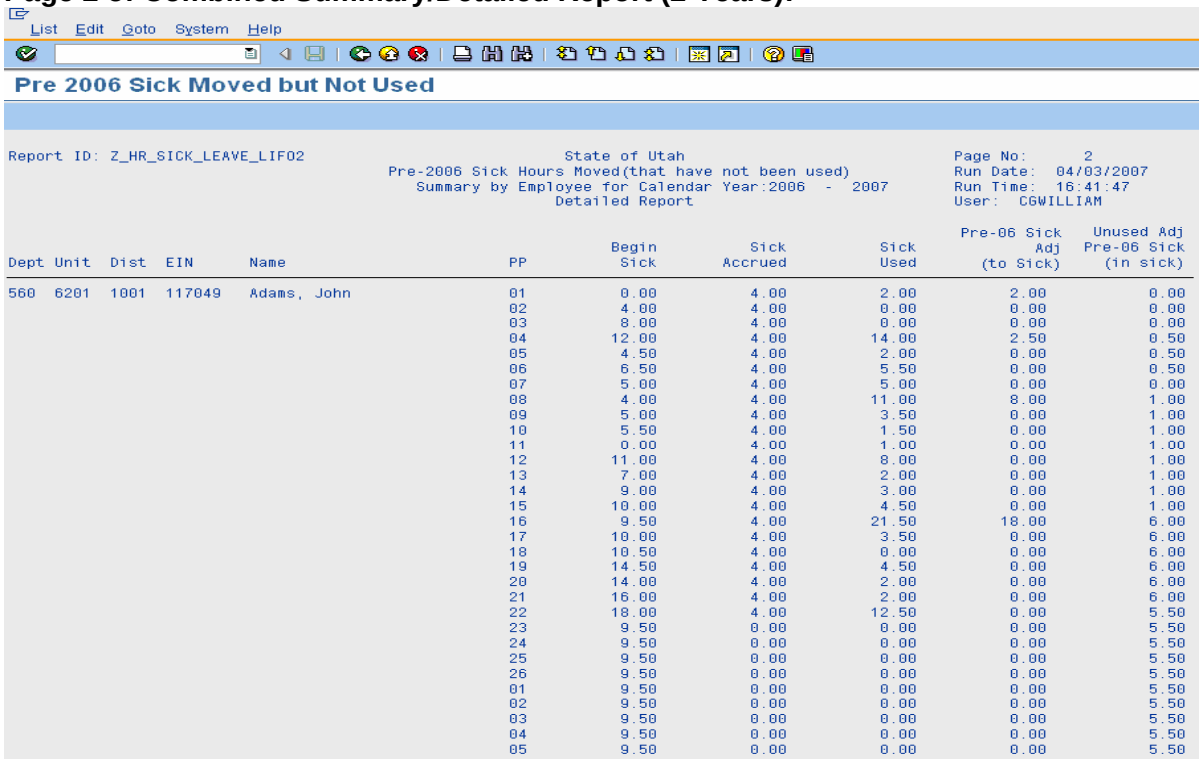


List Edit Goto System Help

Pre 2006 Sick Moved but Not Used

```
Report ID: Z_HR_SICK_LEAVE_LIF02                    State of Utah                    Page No:      1
                                  Pre-2006 Sick Hours Moved(that have not been used) Run Date:  04/03/2007
                                     Summary by Employee for Calendar Year:2006  -  2007 Run Time:  16:41:47
                                                     Summary Report                  User:  CGWILLIAM

Dept Unit  Dist  EIN      Name                                                 Hours
-------------------------------------------------------------------------------------

560  6201  1001  117049   Adams, John                                           5.50
560  6201  1001  117049   Adams, John                                           5.50
560  6201  1001  113793   Jefferson, Thomas                                     2.25
560  6201  1001  113793   Jefferson, Thomas                                     2.25
560  6201  1001  106558   Washington, George                                    3.00
560  6201  1001  106558   Washington, George                                    3.00

                        Unit Total Hours =                  21.50
                        Number of Employees in Unit =           6

-------------------------------------------------------------------------------------
560  6207  1001  140942   Jackson, Andrew                                       4.00
560  6207  1001  140942   Jackson, Andrew                                       4.00
560  6207  1001  113195   Madison, James                                        4.50
560  6207  1001  113195   Madison, James                                        4.50
560  6207  1001  102539   Monroe, James                                        10.00
560  6207  1001  102539   Monroe, James                                        10.00

                        Unit Total Hours =                  37.00
                        Number of Employees in Unit =           6

                        Dept Total Hours =                  58.50
                        Number of Employees in Dept =          12

                        Grand Total Hours =                 58.50
                        Grand Total of Employees    =          12
```

Page 2 of Combined Summary/Detailed Report (2 Years):



List Edit Goto System Help

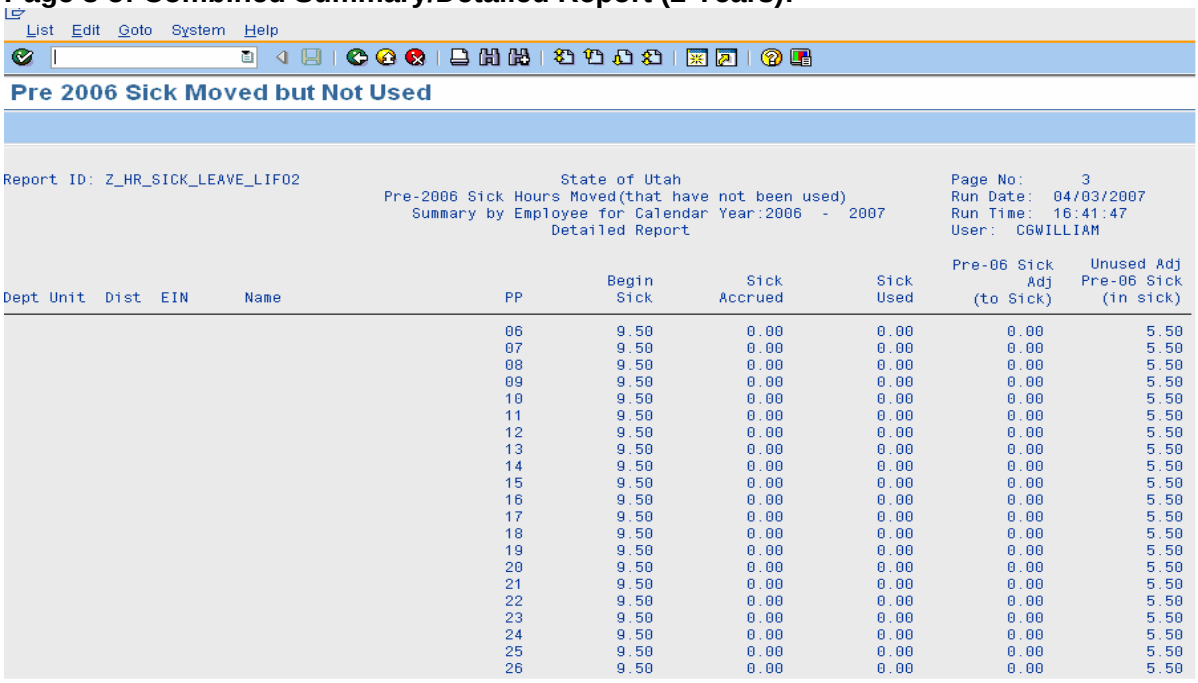
Pre 2006 Sick Moved but Not Used

Report ID: Z_HR_SICK_LEAVE_LIF02 — State of Utah — Pre-2006 Sick Hours Moved(that have not been used) — Summary by Employee for Calendar Year:2006 - 2007 — Detailed Report

Page No: 2 | Run Date: 04/03/2007 | Run Time: 16:41:47 | User: CGWILLIAM

Dept	Unit	Dist	EIN	Name	PP	Begin Sick	Sick Accrued	Sick Used	Pre-06 Sick Adj (to Sick)	Unused Adj Pre-06 Sick (in sick)
560	6201	1001	117049	Adams, John	01	0.00	4.00	2.00	2.00	0.00
					02	4.00	4.00	0.00	0.00	0.00
					03	8.00	4.00	0.00	0.00	0.00
					04	12.00	4.00	14.00	2.50	0.50
					05	4.50	4.00	2.00	0.00	0.50
					06	6.50	4.00	5.50	0.00	0.50
					07	5.00	4.00	5.00	0.00	0.00
					08	4.00	4.00	11.00	8.00	1.00
					09	5.00	4.00	3.50	0.00	1.00
					10	5.50	4.00	1.50	0.00	1.00
					11	0.00	4.00	1.00	0.00	1.00
					12	11.00	4.00	8.00	0.00	1.00
					13	7.00	4.00	2.00	0.00	1.00
					14	9.00	4.00	3.00	0.00	1.00
					15	10.00	4.00	4.50	0.00	1.00
					16	9.50	4.00	21.50	18.00	6.00
					17	10.00	4.00	3.50	0.00	6.00
					18	10.50	4.00	0.00	0.00	6.00
					19	14.50	4.00	4.50	0.00	6.00
					20	14.00	4.00	2.00	0.00	6.00
					21	16.00	4.00	2.00	0.00	6.00
					22	18.00	4.00	12.50	0.00	5.50
					23	9.50	0.00	0.00	0.00	5.50
					24	9.50	0.00	0.00	0.00	5.50
					25	9.50	0.00	0.00	0.00	5.50
					26	9.50	0.00	0.00	0.00	5.50
					01	9.50	0.00	0.00	0.00	5.50
					02	9.50	0.00	0.00	0.00	5.50
					03	9.50	0.00	0.00	0.00	5.50
					04	9.50	0.00	0.00	0.00	5.50
					05	9.50	0.00	0.00	0.00	5.50

Page 3 of Combined Summary/Detailed Report (2 Years):



List Edit Goto System Help

Pre 2006 Sick Moved but Not Used

Report ID: Z_HR_SICK_LEAVE_LIF02 — State of Utah — Pre-2006 Sick Hours Moved(that have not been used) — Summary by Employee for Calendar Year:2006 - 2007 — Detailed Report

Page No: 3 | Run Date: 04/03/2007 | Run Time: 16:41:47 | User: CGWILLIAM

Dept	Unit	Dist	EIN	Name	PP	Begin Sick	Sick Accrued	Sick Used	Pre-06 Sick Adj (to Sick)	Unused Adj Pre-06 Sick (in sick)
					06	9.50	0.00	0.00	0.00	5.50
					07	9.50	0.00	0.00	0.00	5.50
					08	9.50	0.00	0.00	0.00	5.50
					09	9.50	0.00	0.00	0.00	5.50
					10	9.50	0.00	0.00	0.00	5.50
					11	9.50	0.00	0.00	0.00	5.50
					12	9.50	0.00	0.00	0.00	5.50
					13	9.50	0.00	0.00	0.00	5.50
					14	9.50	0.00	0.00	0.00	5.50
					15	9.50	0.00	0.00	0.00	5.50
					16	9.50	0.00	0.00	0.00	5.50
					17	9.50	0.00	0.00	0.00	5.50
					18	9.50	0.00	0.00	0.00	5.50
					19	9.50	0.00	0.00	0.00	5.50
					20	9.50	0.00	0.00	0.00	5.50
					21	9.50	0.00	0.00	0.00	5.50
					22	9.50	0.00	0.00	0.00	5.50
					23	9.50	0.00	0.00	0.00	5.50
					24	9.50	0.00	0.00	0.00	5.50
					25	9.50	0.00	0.00	0.00	5.50
					26	9.50	0.00	0.00	0.00	5.50

2.1 The Summary report heading contains the following information:

- **Report ID**
- **Report title** (indicates **"Pre06 Sick"** or **"Pre06 Converted Sick"**)
- **Page number**
- **Summary by calendar year(s) criteria** (as determined by the User)
- **Date the report was run**
- **Time the report was run**
- **User ID for person who requested the report**

2.2 The columns on the Summary report are listed below with a brief description.

Dept The employee's department number.

Unit The employee's home unit.

Dist The employee's distribution code.

EIN The employee's identification number.

Name The employee's name.

Hours The balance of Pre 2006 Sick (82) hours moved to Sick (92) that have not been used; **or**
The balance of Pre 2006 Converted Sick (83) hours moved to Converted Sick (93) that have not been used.

The data displayed in the **Hours** column above reflects the leave type and year(s) criteria as listed in the report title.

3.1 The Detailed report heading contains the following information:

- **Report ID**
- **Report title** (indicates **"Pre06 Sick"** or **"Pre06 Converted Sick"**)
- **Page number**
- **Summary by calendar year(s) criteria** (as determined by the User)
- **Date the report was run**
- **Time the report was run**
- **User ID for person who requested the report**

3.2 The columns on the Detailed report are listed below with a brief description.

Dept The employee's department number.

Unit The employee's home unit.

Dist The employee's distribution code.

EIN The employee's identification number.

Name The employee's name.

PP The pay period number.

The data displayed in the columns below reflect the leave type and year(s) criteria as listed in the report title.

Begin Sick (or ConvSick) The beginning Sick (or Converted Sick) leave balance.

Sick (or ConvSick) Accrued The number of Sick (or Converted Sick) hours accrued.

Sick (or ConvSick) Used The number of Sick (or Converted Sick) hours used.

Pre-06 Sick Adj (to Sick)
or
Pre-06 ConvSick Adj (to Conv Sick) The number of hours removed from Pre 2006 Sick (82) and added to Sick (92).
The number of hours removed from Pre 2006 Converted Sick (83) and added to Converted Sick (93)

Unused Adj Pre-06 Sick (in Sick)
or
Unused Adj Pre-06 Conv Sick (in ConvSick) The number of Pre 2006 Sick (82) hours moved to Sick (92) that have not been used.
The number of Pre 2006 Converted Sick (83) hours moved to Converted Sick (93) that have not been used.